ATTILA FEJÉR

Guiding Organizations to Excellence

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HANDS-ON ENGINEERING LEAD & FRACTIONAL CTO | TECHNICAL COACH | SENIOR SOFTWARE ENGINEER

With over 15 years as a Senior Software Engineer, Attila believes great software is a craft, and his career has been dedicated to mastering it and helping others do the same. As a Hands-On Engineering Lead, he thrives on both designing cutting-edge cloud architectures and diving into the code to solve complex problems. His role as a Technical Coach has allowed him to mentor and empower teams, fostering a culture of quality, innovation, and collaboration. He also shares his expertise more broadly with the tech community by regularly publishing technical posts on software crafting and modern architecture.

As a Fractional CTO, his mission is to partner with forward-thinking organizations, providing the strategic and technical guidance necessary for guiding them to excellence from the ground up.

He is currently available for contract opportunities and new partnerships.

His curiosity and thirst for creation aren't limited to the world of IT. He enjoys playing the guitar, reading, riding his motorbike, getting his hands dirty with DIY, and is a certified trek guide. Above all, he is a happy husband and a proud owner of four dogs.

AREAS OF EXPERTISE

Enterprise Software Development | Microservices Architecture | Domain-Driven Design | Event-Driven Architecture | Scalable System Design | System Security | Design Patterns | Refactoring | Cloud-Native Solutions | API Development | Full Stack Development | CTO Services | Technical Leadership | Strategic Planning | Mentorship | Talent Development | Stakeholder Management | DevOps Practices | Extreme Programming (XP) | TDD, ATDD, BDD | Agile Project Management | Infrastructure as Code (IaC) | Performance Optimization | Continuous Integration/Continuous Deployment (CI/CD) | Java | Spring Boot | Kotlin | Node.js | JavaScript | TypeScript | Angular | Containerization (Docker, Kubernetes)

SELECTED ACCOMPLISHMENTS

- **Drove a 52% reduction in production bugs** and a **37% increase in delivery speed** across coached teams at a Fortune 100 company.
- Co-authored the Software Craftsmanship Dojo, Unicorns' Ecosystem, and the BOKaRy framework.
- Improved core DORA metrics by an average of **33%** across **200+ engineering teams** in the hands-on Software Craftsmanship Dojo.
- **Empowered over 10,000 developers** with advanced technical skills in software crafting and DevOps, while also launching the careers of **300+ aspiring developers** through comprehensive training.
- Architected and led the migration of a monolithic application to a microservices architecture, resulting **in a 500%** increase in throughput while maintaining **99.99% availability**.
- **Reduced cloud and operational costs by 51%** by optimizing infrastructure and scaling the landing page to handle **10x more concurrent users**.
- **Accelerated delivery time by 23%** by streamlining development and deployment pipelines.

CAREER SUMMARY

CTO, Lead Technical Coach | 2024 – Present

Craftosphere OÜ

At Craftosphere, Attila provides strategic technical leadership as CTO, steering the company's vision and methodologies. As a primary technical coach, he guides teams through transformative initiatives and empowers clients with embedded coaching, specialized workshops, and strategic consulting to improve software delivery and culture.

Accomplishments:
- Drove a **52% reduction in production bugs** and a **37% increase in delivery speed** for coached teams at a Fortune 100 company.

- Achieved an exceptional **Net Promoter Score (NPS) of 58**, reflecting high client satisfaction with the technical coaching provided.

Technical Coach, Partner | 2024 – Present

BriX Consulting s.r.o. | Remote

As a Technical Coach and Partner at BriX Consulting, he delivers Extreme Programming (XP) lectures and embedded coaching sessions to elevate technical skills and team morale. He collaborates on strategic company decisions and refines their coaching methodologies to maximize learning efficiency.

Accomplishments:
- Co-authored the [Software Craftsmanship Dojo](#), [Unicorns' Ecosystem](#), and the [BOKaRy framework](#).
- Improved core DORA metrics by an average of **33%** across **200+ engineering teams** in the hands-on Software Craftsmanship Dojo.

Technical Coach | 2022 – 2024

IBM ISSC Hungary Kft | Budapest, Hungary

As a Technical Coach at IBM, he collaborated with decision-makers to modernize and standardize development methodologies and tooling. He served as a thought leader, advocating for emerging technologies and best practices, and established feedback mechanisms to facilitate data-driven decisions. He also provided coaching to elevate team performance and shared strategic insights with the global community.

Accomplishments:
- Empowered over **10,000 developers** with advanced skills in software crafting, Extreme Programming, and DevOps.

Engineering Lead, Senior Software Engineer | 2020 – 2022

IBM ISSC Hungary Kft | Budapest, Hungary

As an Engineering Lead and Senior Software Engineer, he was responsible for the end-to-end design and implementation of scalable, cloud-based software solutions. He led the refactoring of monolithic applications into modern cloud-native systems and guided cross-functional teams to improve software development practices. Additionally, he acted as a liaison between technical and non-technical stakeholders, ensuring project alignment with business objectives.

Accomplishments:
- Architected and led the migration of a monolithic application to a microservices architecture, maintaining a **99.99% availability**.
- Boosted application throughput by **over 500%** through targeted performance optimizations.
- **Reduced cloud and operational costs by 51%** via infrastructure and architectural efficiencies.

Engineering Lead, Senior Software Engineer | 2017 – 2019

Apertus Nonprofit Kft | Budapest, Hungary

As an Engineering Lead and Senior Software Engineer, he led cross-functional teams throughout the entire software development lifecycle. He was responsible for providing technical leadership, guidance, and mentoring, conducting performance tests and optimizations, and acting as a liaison between technical and non-technical stakeholders to translate business requirements into actionable development tasks.

Accomplishments:
- Scaled the landing page to support **10x** more concurrent users by optimizing its performance.
- **Accelerated delivery time by 23%** by streamlining development and deployment pipelines.

Technical Coach | 2013 – 2017

EPAM Academy, Pentaschool, Ruander, Masterfields, Számalk | Budapest, Hungary

As a Technical Coach for various training academies, he was responsible for conducting classes on a range of topics, including Java, Spring, and software engineering. He maintained consistently high student satisfaction scores by evaluating student progress, providing constructive feedback, and adapting his teaching strategies to accommodate diverse learning styles and skill levels.

Accomplishments:
- Empowered over **300** individuals by launching their careers as developers through comprehensive technical training and mentorship.

QUALIFICATIONS

- **M.Sc. in Electrical Engineering,** Embedded Systems Specialization
  Budapest University of Technology and Economics, Budapest, 2012 - 2015
- **B.Sc. in Computer Engineering,** AI Specialization
  Budapest University of Technology and Economics, Budapest, 2008 – 2012

CERTIFICATIONS & AWARDS

- **Oracle Certified Professional,** Java SE 8 Programmer
- **Software Craftsmanship Coach,** XPFarm Red Belt
- **Outstanding Technical Achievement Award,** IBM
- **Java (Spring, Hibernate) Category 1st Prize,** OITM Competition 2018
- **Java EE Category 1st Prize,** OITM Competition 2018
- **Java Innovation Category 2nd Prize,** OITM Competition 2018
- **Overall 2nd Prize,** OITM Competition 2018
- **Fivefold IBM CIO Hungary Champion**
- **Scientific Students' Associations (TDK) 2nd Prize**
- **Scientific Students' Associations (TDK) 2nd Prize**
- **WTW (Win the Web) 24h Programming Competition 1st Place**

LANGUAGES

- **Hungarian – Native**
- **English – C1**

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